CHIEF SECRETARIAT

Dated 29th October 1945.

No. W. 725. The following notification No. 91-C. W. (1)—44, dated the 22nd September 1945 of the Government of India, Department of Commerce, is republished for general information.

2675 V. VEDAVYASACHARYA, *Chief Secy.*

GOVERNMENT OF INDIA.

Department of Commerce.

COMMERCE—WAR.

New Delhi, the 22nd September 1945.

No. 91-C. W. (1)—44. In exercise of the powers conferred by sub-rule (3) of Rule 84 of the Defence of India Rules, the Central Government is pleased to direct that, with effect from the 25th day of September 1945, the following further amendment shall be made in the notification of the Government of India in the Department of Commerce No. 91-C.W. (1)—44, dated the 29th January 1944 (republished under notification No. 91-C. W. (1)—44, dated the 26th August 1944), namely :—

In the said notification, in entry (*iii*), after the word "Ratnagiri" the words "and south of Karachi" shall be inserted.

G. Swaminathan, Dy. Secy.

GENERAL SECRETARIAT

Dated 29th October 1945.

No. I. & C. 1724—L. W. 48-45-2 Under Section 12(4) of the Mysore Labour Act XIII of 1942, as amended from time to time, the Government of His Highness the Maharaja of Mysore are pleased to publish for general information the accompanying report of the Chief Conciliator in Mysore in respect of the failure of conciliation proceedings in a dispute between the Labour Association and the management of the Mysore Spinning and Manufacturing Co., Ltd., Bangalore, over the question of starting a night shift in the mills belonging to the Company.

MOHAMED ISMAIL SHERIFF, *Gl. Secy.*

OFFICE OF THE CHIEF CONCILIATOR IN MYSORE, BANGALORE.

No. C. C. 5—45-46, *Camp Mysore, dated* 23*rd October* 1945.

From

M. Navaneetham Naidu, Esqr., B.A., B.L.,
Chief Conciliator in Mysore.

To

Mohamed Ismail Sheriff, Esqr., B.A.,
Secretary to the Government of
H. H. the Maharaja of Mysore,
General Department,
Bangalore.

SIR,

I have the honour to make the following report under Section 12(4) of the Mysore Labour Act, relating to a dispute between the Mysore Spinning and Manufacturing Co., Ltd., Bangalore, and the concerned Labour Association in regard to starting of "Night Shift" in the Mills.

2. The General Manager of the Mills gave a notice of change (dated 27th August 1945), to the Labour Association, as stated below:—

"The Management has decided to start a Night Shift with effect from 1st October 1945.

The system will be introduced in such departments and from such dates as are convenient to the Management having regard to the working conditions.

The timings of the Day and Night Shifts have been fixed as under, taking into consideration the requirements of the Electrical Department as well as the convenience of workers:—

Day Shift.

7-30 A.M. to 12 NOON	
12 NOON to 1 P.M.	Recess for meals
1 P.M. to 5-30 P.M.	

Night Shift.

5-30 P.M. to 8 P.M.	
8 P.M. to 8-45 P.M.	Recess for meals
8-45 P.M. to 1 A.M.	
1 A.M. to 1-30 A.M.	Recess for tea
1-30 A.M. to 3-45 A.M.	

The Management may change these timings at their discretion if any department or all the departments if and when found necessary.

After the introduction of the Night Shift, workers will be grouped in batches, so that they shall work alternately on the Night Shift and the Day Shift changing every fortnight, provided that the periods of change-over and the batches will be adjusted to the working conditions in the period previous to the full working of the Night Shift.

In departments where women are working, the periods of change-over and the batches will be determined by the complement of men and women workers.

One anna per worker per night will be granted in addition to the usual wages to those workers who work on the Night Shift extending after 12 midnight.

Tea and, if possible 'iddlies' will be served free of cost to workers who are working on the Night Shift extending after 12 midnight.

If, for any reason, Night Shift is not worked in any department or departments, the present system of A, B, and C shifts will be reverted to at the discretion of the Management.

3. The Assistant Commissioner of Labour, Bangalore Division, who tried to bring about an agreement between the parties, reported to the Commissioner of Labour on 12th September 1945, as under:—

"Under Section 10(3) of the Act, negotiations were fixed relating to the above notice of change, on the 4th September 1945, which was postponed to the 11th September 1945 at the request of the President of the Association, as he wanted to consult the workers on the proposed change in the existing system of shifts. On the subsequent day (11th September 1945), fixed for conducting negotiations, Mr. D. D. Kale, Mills' Labour Officer, representing the Mills' Management, was present. A letter from the President of the Association was received, stating that he could not convene the meeting of the workers for purposes of consultation and that, in case further adjournment of the negotiations was not possible, their reply to the notice of change might be taken that the Association was not agreeable to the proposed change. Further postponement of negotiations is not possible as the statutory time limit of 15 days would be over by the 13th instant. In these circumstances, settlement could not be brought about by me on the above notice of change."

4. The Commissioner of Labour, thereupon referred the matter to this Office for initiating conciliation proceedings under Section 10 (3) of the Labour Act.

5. The case was then registered and it was posted for hearing, after intimation to the parties. The conciliation proceedings were held at Bangalore, on the 26th September 1945 and on the 6th October 1945, and at Mysore on the 21st October 1945.

6. The Management was represented throughout by Mr. D. D. Kale, Labour Officer of the Mills, while Mr. D. Sreenivasiah, President of the Association represented the Association on the 1st day, and Mr. Doraisamy, Assistant Secretary of the Association, on the remaining two days. Mr. M. Abdul Azeem, Assistant Commissioner of Labour, Bangalore Division, was present on the first day (*i.e.*, 26th September 1945).

7. The Management's representative, Mr. D. D. Kale explained, to start with, the notice of change, and stated that the hours of work in the night shift scheme to be introduced, and the benefits the management are prepared to concede to the workers on that account are set out in the Notice of Change; that such a scheme was in force in other textile concerns, such as the Minerva and the Binny Mills in Bangalore and the Krishnarajendra Mills in Mysore and that, since they (Management) have received no reply from the Labour Association, to their notice of change, excepting copies of replies sent to the Assistant Commissioner of Labour, they wished to know the attitude of the Labour Association in the matter.

8. On behalf of the Labour Association, Mr. D. Sreenivasiah, stated to this effect. The Association received the Notice of Change on 30th August 1945 and brought it to the notice of the committee members. They wanted to know the views of the body of labourers. So, a reply could not be sent immediately to the Management. As the Association wanted to consult the workers at a public meeting which could not be held without the permission of the District Magistrate, the Association made two applications for permission, one for holding a meeting on the 7th September 1945 and the other for general permission to hold meetings. For the first permission was received a day late (*i.e.*, on the 8th September